

DEPARTMENT OF ADMINISTRATION

One Capitol Hill

Providence, Rhode Island

Notice of Public Hearing

Consider Changes to the Classified Service Classification and Pay Plan

On Wednesday, July 10, 2013 at 9:00 AM., Conference Room C, Second Floor, William E. Powers Building (Department of Administration), One Capitol Hill, Providence, Rhode Island 02908-5890, the Director of the Department of Administration, Richard A. Licht will hold a public hearing in accordance with the provisions of Sections 36-3-3 (17) and 36-4-15 of the General Laws of 1956, as amended, to consider revisions to the Classified Service Classification and Pay Plan. The changes include:

„« Proposed New Classes of Position (2)

„« Proposed Changes in Content and Pay Grade (1)

The purpose of this hearing is to invite comment from all parties on the proposed changes to the Classified Service Classification and Pay Plan as described in an attachment to this Notice entitled Section I through Section IV.

Richard A. Licht
Director
Department of Administration

Any individual requiring reasonable accommodation in order to effectively participate in this public hearing should contact James A Pitassi, Jr., Department of Administration, Office of the Personnel Administrator at (401) 222-6395 (voice) or # 711 (R.I. Relay) at least three (3) business days prior to the hearing.

PREFACE

Pursuant to various provisions of Rhode Island General Law, the Division of Personnel Administration (RIGL 36-3) is charged with the responsibility of maintaining a Merit System (RIGL 36-4) to manage and supervise the operation of the classified service classification and pay plan. The initiative includes the designation and maintenance of classifications and class definitions that appropriately reflect the character of work in each classification and the identification of

worker characteristics that are required to successfully perform. The pay plan establishes salary parameters for equitable compensation. It's important to note that classifications evolve as a result of changing organizational needs. Their nature may change as a result of agency reorganizations, legislative mandates, changing technologies, shifts in the demand for various types of service and/or negotiated agreements related to work flow or work distribution. The "public hearing agenda" is the result of this activity. Pertinent governing law is as follows:

RIGL 36-4-10 Changes in plan - Notice of establishment of new position, states in part: Additional classes may be established and existing classes may be divided, combined, altered, or abolished upon recommendation of the personnel administrator, recommendation by the director (of administration) after public hearing, and approval by the governor. This action may be initiated by the personnel administrator, the director, or on request of an appointing authority.

RIGL 36-4-15 Changes in pay plan for classified service - New classes, states: Pay rates shall be established for new classes of positions, and amendments to the existing pay plan may be made upon recommendation of the personnel administrator, recommendation of the director (of administration), after public hearing, and approval by the governor. This action may be initiated by the director, the personnel administrator, or at the request of an

appointing authority.

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Items: Proposed New Classes of Position Section I

13-02-1 Director of Human Resources (work week: Nonstandard)
G-148A (current range: \$114,859 - \$128,308) - Nonunion.

13-02-2 Chief of Motor Vehicle Support Services (work week:
Nonstandard)
G-134A (current range: \$65,092 - \$73,789) iV Nonunion.

Items: Proposed Changes in Content & Pay Grade Section II

13-02-3 Chief, Division of Safety Responsibility (work week:
Nonstandard)
G-3327A (current range: \$48,028 - \$54,003) to
G-3331A (current range: \$55,831 - \$63,136) iV LIUNA.

Note: Salary schedules and pay ranges referenced above are primary identifiers but may deviate depending upon salary schedules in effect for various other unions and bargaining units representing members within these classifications.

SECTION I

PROPOSED AMENDMENTS TO THE CLASSIFICATION AND PAY PLAN

(Involving New Classes of Position)

WORK

GRADE WEEK

13-02-1 Director of Human Resources 48A NS

13-02-2 Chief of Motor Vehicle Support Services 34A NS

SECTION II

PROPOSED AMENDMENTS TO THE CLASSIFICATION AND PAY PLAN

(Involving Changes in Content and Pay Grade)

WORK

GRADE WEEK

13-02-3 Chief, Division of Safety Responsibility 31A NS